



Team climate, climate strength and team performance. A longitudinal study

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We tested the hypothesis that the relationship between team climate and team performance is moderated by climate strength. The study sample was composed of 155 bank branches, and a two-wave panel design was implemented. We measured four team climate facets (support, innovation, goal achievement and enabling formalization). We obtained two subjective indicators of team performance (ratings provided by team members and by team managers) and a financial indicator of team performance. Seven out of the 12 interaction effects tested were statistically significant and showed the expected sign. When financial team performance was the criterion, only the interaction term was significant. This suggests that only strong climates are related to financial team performance over time.